

2006 Under Secretary of Defense Acquisition, Technology and Logistics Workforce Development Award

Background

The 2006 Under Secretary of Defense (Acquisition, Technology and Logistics) (USD(AT&L)) Workforce Development Award has been established to help promote the objectives of the USD(AT&L) Goal 1 – a High Performing, Agile and Ethical Workforce. This program recognizes Department of Defense AT&L field organizations that have made exemplary contributions to the career-long development of their workforce.

Part I

All submissions must be submitted electronically to Learning.Award@dau.mil and include the following information:

1. Organization

- a. Name:
Street Address:
City: State: Zip:
- b. Point of contact name:
Title:
Telephone:
E-mail:
Fax
Alternative point of contact name:
Telephone:
E-mail address:

2. Brief description of your organization:

- a. Mission
- b. Organization diagram
- c. Chain of command to whom your organization reports

3. Current number of employees in your organization.

Part II

Submissions should address as many of the following areas as applicable:

1. **Benefits Realized:** Describe how workforce development activities have helped your organization in its mission accomplishment. Your answer should include examples of workforce practices and initiatives that contribute to your workforce's capability and organization's mission.
2. **Best Practices:** Describe best practices initiatives within your organization that promote the development of a high performing, agile and ethical workforce. An in-depth analysis with supporting metrics is required.
3. **Workforce Development:** Describe the objectives of your workforce development program. Which elements does your organization use (see below examples)? Describe the approach to meeting your objectives and results achieved for each element selected.

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|---|--|
| a. Internships | j. Executive Coaching |
| b. Job Rotation | k. Succession Planning |
| c. Career Counseling | l. Government – Industry Exchange Programs |
| d. In-house Training | m. E-learning |
| e. Programs | n. Knowledge Sharing/Community of Practice |
| f. Mentoring | |
| g. Job Shadowing | o. Telework |
| h. First-line Supervisor Development | p. Tuition Reimbursement |
| i. Leadership Development | q. Continuous Learning |
4. **Workforce Development Climate:** Describe infrastructure, policy, supervisor and peer support of formal programs described in question 3.

5. Training:
 - a. What is your organization's training budget for FY06?
 - b. How much does the training budget represent as a percentage of payroll for FY06?
 - c. Describe the processes, mechanisms, and metrics you use to evaluate the effectiveness of training in your organization.
6. Colleges & Universities: Does your organization have an affiliation or partnership with colleges and universities? Explain.
7. Culture: How are you using your workforce initiatives to align internal culture with your mission?
8. Provide any additional information that might be useful in evaluating your organization for the 2006 Under Secretary of Defense (AT&L) Workforce Development Award.

Enclosures can be provided to support your responses to questions. They are not to be used as a substitute for a written response.

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